

Stand In Review

A Quarterly Newsletter Sq 45 MARB

Vol 1 Issue 3 June-August



Cadets at BGS/ATS MARB March Field 12-14 June 2009

What is organization change?

First of all, what is organizational change? With most of corporate America restructuring, downsizing or "rightsizing", the mere mention of the word 'change' can bring negative connotations. However, if any organization is going to position itself to be a viable, credible force in this 21st Century, it must recognize the need to change. Organizational change can be defined as developing systematic approaches to improve the way an organization conducts its mission. Although we sometimes don't want to admit it, there are always better ways of doing our job. Think of change as an opportunity for improvement.

Why change?

What if someone told you that your product would go out 80 percent correct? Would that be good enough for you? How about 90 percent? What level of quality are you willing to accept? The point is we have to be striving to be the best. Since the Civil Air Patrol (CAP) is made up of such a diverse group of people with great ideas, there is no reason to accept the status quo. Accepting change is essential for you to be able to maximize your opportunities within CAP.

Fundamental concepts of implementing change

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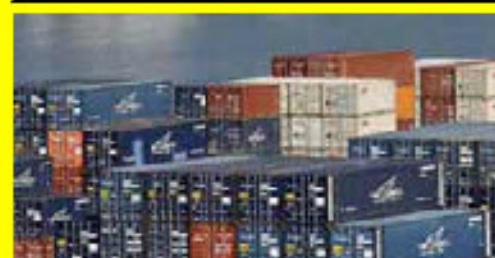
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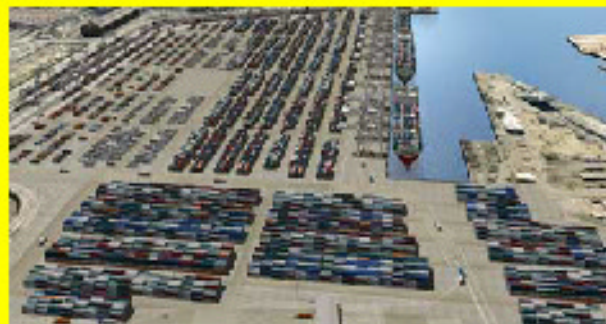
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Port of Long Beach UDF Mission

By 1st Lt Ken Berner

At 1900 26 July 09 two UDF Teams were dispatched directly to the coordinates provided by a CAP aircraft of a 121.5ELT, in the Long Beach Harbor Area. At Long Beach Port we picked up sweeps right away. In the confusion of navigating all of the twists and turns of the piers and storage yards, we were grateful to be intercepted by the Harbor Patrol. Two Harbor Patrol vehicles escorted us back to our first location where we met up with their Sergeant.



Long Beach Harbor Port "Container Yard"

Now by this time all five vehicles with their strobe lights flashing away are clustered in a big pile right in the middle of the main exit from Pier G. We all head out to the adjacent pier with a police escort, lights and sirens ablaze twisting and turning through a maze of thousands of storage containers stacked several high as far as you can see. After several minutes wandering this giant mouse maze, we finally end up on foot to zero in on a stack of containers four stories tall.

By now we have piqued the interest of the employees at this yard and have several more vehicles with flashing lights around us. The shipping yard brought over a huge boom lift for us to scan the higher containers for the best signal, while at the same time they are checking the manifests of these containers for clues. At the exact time we were getting very strong sweeps on one particular container, the news came back that this container was filled with parts from an aircraft company and was heading to Australia soon.

Congratulation on their First Finds for Christopher Cesena from SQ 29 and Robert Harris from SQ 45 who joined Ken Berner, Michael Berner, and Bob Miller for this evenings hunt!

If this sounds like fun, contact 1Lt Berner to get started!!



UDF training and tutoring at SQ 29's Commander, 1st Lt Paul Saba's house June 2009



Civil Air Patrol

"Core Values"

1. Integrity

2. Volunteer Service

3. Excellence

4. Respect



In order to implement change, you have to start with some basics. Change requires more than just time. You've got to be willing to increase training, document new processes and procedures, and allow teams to learn, grow, and make mistakes. We must constantly work and apply new techniques, methods, and ideas. If we don't, we risk reverting back to past behaviors.

There are two kinds of change:

Change as a result of external influences (like reductions in our budget, which affects the resources of our organization). We cannot control this type of change, but it does influence internal change.

Change as a result of internal influences (like our own restructuring initiatives, which may redistribute resources). This type of change we can control.

How to make organizational change less threatening

People tend to resist change because they do not want to step out of their comfort zone—they like to stay in an environment they are comfortable with. There are a few things that can be done to help minimize the negative impact of change.

1. Effective communication—it is important for the Leaders to communicate the reason for the change, and the positive impact the change will have on the organization (and the people).
2. Team building—developing a cohesive team builds confidence in the team members, and they are willing to accept change as they work towards a common goal.
3. Time to adapt—give the members of the Squadron time to adjust to the changes you are recommending.

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4. Show resolvable committed to implementing new ideas. This will help foster creative thinking from the members within the organization.

"Change requires more than just time. You've got to be willing to increase training, document new processes and procedures, and allow teams to learn, grow, and make mistakes."

Conclusion

We must embrace change within the Civil Air Patrol to ensure we do not become complacent and allow our organization to decline. Change is positive if it is focused on process improvement. Tracking and assessing performance is a continuous and deliberate process that takes place at all levels. As our performance targets (goals) are redefined with each iteration of the Performance Management Process to assure continuous improvement of our mission performance. Thus as we improve, we need to "raise the bar" in succeeding iterations of performance standards to make the Civil Air Patrol the best organization it can be.

1) Leadership involvement...sets the pace for our journey by establishing the vision, policies, priorities and strategies. Leaders communicate these by creating an environment that supports trust, teamwork, risk taking, initiative, reward and continuous improvement. Leaders initiate and sustain quality in the culture, a responsibility that cannot be delegated.

(2) Dedication to the mission...is reflected in all we do as a team. No matter what the role – from flightline to family care – every person is critical to achieving our goals in the Civil Air Patrol.

(3) Respect for the individual...happens as we recognize everyone's skills and contributions. Rank and level of responsibility shouldn't be the measure for respect. Success comes when you understand and appreciate each person's contributions to the team.

(4) Decentralized organization...breaks down functional walls and eliminates layers of bureaucracy. By aligning an organization to support critical processes, both customer and stakeholder prosper. Decentralizing organizations

returns decision-making authority to the appropriate level.

(5) Management by Fact...uses realistic measures to help indicate when, where and how to improve the most important processes. Data driven decisions help identify smarter, more productive ways to accomplish the mission.

(6) Empowerment...giving peoples the tools they need to do their jobs. Leaders who have learned to use empowerment find their roles enhanced – not weakened. The goal is to create an environment in which properly trained subordinates can continually improve the organization. This encourages innovation and risk taking. However, empowerment is a two-way street. Once a leader empowers an individual, they must accept the responsibility and accountability that comes with empowerment. **End**

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Past In Review

12-14 June 09

BCS/ AT S MARB

Sq 45 hosted as BCS/AT S at March Air Field

27 June 09

101 Card Tutoring

If you were having trouble with your CAPT 116 or IS-100 contact [Lt Paul Saba](#) for Tutoring Saturday Night

28 June 09

SAREX at SQ29 in Norco. This was a training event for those who wanted to learn to find an ELT and to a part of a UDF team

11-12 July 09

TLC Training Leaders of Cadets Corona Library

Thank you to the seven cadets from our Squadron who participated

13 July 09

KC 135 Simulator rides

25 July 09

Group 3 Banquet



March Air Field

Composite Squadron 45

Commander: Capt Dave Goude

Phone: 909-319-2976

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PO Box 6351

March AFB, CA 92518-0351

Meetings Held at:

Building 441

Member News, a Commentary

By 1st Lt Robert Harris PAO

At SQ 45 awards banquet held 15 June 09 at the Grove Restaurant in Riverside, there were top cadets from Squadron 45 and the Cadet Corps who received awards for their efforts throughout the year. They include:

C/AIC Austin Awender, External Aerospace Award, Volunteer Service Award, and Cadet of the year Award; C/AIC Adam Albrecht, Internal Aerospace Award, and Airman of the Year Award; C/SMSGT Nathan Goude, NCO of the Year; C/TSgt Melena Frymire, was awarded the Respect Award and the Doyle Award; C/1stLt Conor Doyle was awarded the Character Development Excellence Award and the Cadet Officer of the year Award; C/NSgt Michael Berner was awarded the Character Development Integrity award; and Cadet Christian Solono was awarded the Cadet Fast Start Award. We congratulate each and every Cadet who contributed to the squadron and the other cadets with their dedication and efforts all year long to receive these Awards. We would also like to mention that C/MSgt Michael Berner also completed his pilot training and instrument certification this year and became a CAP Pilot and was awarded his CAP Wings during this year.

Senior Member Officers were not left out of the evenings event and received some awards. 1st Lt Eithne Doyle was surprised by the Senior Member of the Year Award, while 1st Lt Ken Berner received the Fast Track Award. Not to leave LT Berner in the dust he also

earned his CAP Wings and Instrument Certificate this year also.

Lt Berner has been a driving force in SQ 45 this year taking any and all jobs and has made himself into an invaluable asset to the whole team. It is the first time in recent history that Squadron 45 has had father and son pilots. As Deputy Commander of Seniors he has launched SQ 45 both the Cadet and Seniors Emergency Services Program and helping many to become qualified in Urban Detection Finding (UDF) Teams. He has partnered with 1st Lt Paul Saba of Squadron 29 and held several ES weekends at Sq 29's headquarters.

At Group 3 Banquet this year a number of our members earned awards. They include Capt Dave Goude, earned a Commander's Commendation and the Paul E. Garber Award for completing Level IV of the Senior Member Professional Development Program; Maj Karen Nahrstadt, was awarded the Character Development Instructor Award for the Group; Maj Cathy Neubauer, was awarded the Paul E. Garber Award for completing her Level IV; Achievement Awards were given to LT Berner, Lt Doyle, Lt Harris, and Capt Liz Goude.

During the evening ceremonies SQ 45 had two promotions, 2nd Lt Ken Berner was promoted to 1st Lt, and Senior Member Aaron Stout was promoted to 2nd Lt.

The members of SQ45, holding true to their traditions of 52 years received 26 awards for the year 2008/2009

Upcoming Events Mark Your Calendars

August 2009

Encampment begins August 6 and runs through August 15, 09 see the website for more information.

August 22 ACUT/MRO class will be conducted by 1st Lt Ken Benner in Building 263 from 0800 to 1700. If you are interested in UDF you need this class

August 25 a Tuesday a trip the JPL is being conducted by SQ 45. See website for more information and sign up.

August 28-29 Big Bear Air Show

September 2009

September 12, SLS/CLC will be held at MARB March field look for more information to come.

September 19, Base picnic is a mandatory event for all cadets and seniors.

September 18-20, CAWG Wing Conference in Bakersfield.

**Remember "If you fail to
plan you plan to fail."**